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## **RESUME**

### **Work Experience:**

**1993 - present.** Arbitrator/Mediator. Have arbitrated cases involving discipline and discharge, attendance, compensation, scheduling, hazard pay, work assignment, pension benefits, seniority, vacation benefits and contract interpretation. Have decided cases involving health care, manufacturing, hotel & restaurant, shipyards, school districts, community & four-year college faculty, fire fighting, police, corrections, food processing, broadcasting, newspaper, package delivery, postal service, retail grocery, the maritime industry, mining, oil refining, the construction industry, the trucking industry, public transit, railroad, high technology, electrical and telephone utilities, and state, city, federal and county government. Have mediated employment disputes and union contract grievances. Have served as an Appeals Committee Reviewer under a class action settlement involving a major insurance company. Have served as a Hearing Examiner for City of Los Angeles, Board of Civil Service Commissioners and as a Hearing Examiner for Central Washington University, Ellensburg, WA.

**1995 - 2004.** Commissioner, Washington State Public Employment Relations Commission. Appointed to this part-time position by the Governor in February 1995. Re-appointed, September 1999 for a term ending September 2004.

**1996 - 1999.** Lecturer, University of Washington School of Business. Taught courses in negotiation and introduction to law.

**1977 - 1992.** Vice-President, Employee Relations, King Broadcasting Company, Seattle, WA. Responsible for all aspects of labor / management relations and personnel policy for this regional communications company. The work force consisted of 1400 employees working in the radio, television and cable television industries at eighteen locations in six states (WA, OR, ID, CA, HI, MN).

<b>Education:</b>	Seattle University Law School	J.D.
	University of Washington, Seattle, WA	M.P.A.
	Columbia, New York City	B.A.

**Member:** National Academy of Arbitrators  
Washington State Bar Association

**Fees:** \$850 per day for hearings and study time, plus reasonable travel expenses; cancellation fee of \$850 per day for each scheduled day that is cancelled with less than seven (7) days notice. The fee is split equally unless the parties specifically agree otherwise. For multi-day hearings, the cancellation fee applies to all scheduled hearing days if the hearing is cancelled with less than seven (7) days notice prior to the first scheduled day.